



# LOWELL PUBLIC SCHOOLS

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To: Dr. Joel Boyd, Superintendent of Schools  
From: Dr. James Hall, Chief Operating Officer  
Date: March 31, 2023  
Re: Request for approval of out-of-state travel

I request that the School Committee approve out-of-state travel for Angela Say (HR Generalist) and Sophorn Keo (Executive Secretary for Human Resources)(or substitutes for them if necessary) to attend the AASPA 2023 *Diversity, Equity, and Inclusion Summit* in Baltimore, MD from 19-21 April 2023. Request approval of expenses in the amount not to exceed \$1500 per person, to be funded throughout the recruitment expense line, based on the following estimates:

Flights	\$500
Meals (up to \$70/day or \$35/half day)	\$175
Hotel	\$450
Parking	\$150
Mileage	\$60
Transportation to/from BWI	\$100

\*(if opt to drive together, 65.5 cents per mile reimbursement to car owner only per government 2023 mileage rate which will save approximately \$700 in combined costs)

\*\* (Not to exceed cost for two HR personnel combined for attendance: \$3,000.00)

### Attendees will learn:

- How to bridge the gap between a diverse and inclusive workforce.
- New and best practices for diversity recruitment.
- Information that may be shared with school boards and communities regarding diversity, equity, and inclusion.
- Strategies to increase retention of diverse employees.

### Benefits to our District:

A diverse workplace can enrich our district, and promote a better understanding between cultures, genders, and ethnicities. A diverse workforce is also more likely to represent the district's diverse student and staff population. For diversity to work both internally and externally, employees must have a firm understanding of what the district's expectations are for working with and interacting with people different from themselves.

## AASPA Diversity Equity and Inclusion Summit

April 19, 2023 - April 21, 2023

### Extend your stay

#### Use calendar to manage your stay dates

		Check-in		Checkout		
Sun Apr 16	Mon Apr 17	Tue Apr 18 USD 189.00	Wed Apr 19 USD 189.00	Thu Apr 20 USD 189.00	Fri Apr 21 USD 189.00	Sat Apr 22 USD 189.00
<						>
Sun Apr 23	Mon Apr 24	Tue Apr 25	Wed Apr 26	Thu Apr 27	Fri Apr 28	Sat Apr 29
-	-	-	-	-	-	-

Available

Selected

Event

Unavailable

⚠ Waitlist

#### Reservation Summary

Check-in	Wed, Apr 19, 2023
Checkout	Fri, Apr 21, 2023
Rooms	1
Guests per room	1
<b>SHERATON INNER HARBOR HOTEL</b>	
RUN OF HOUSE 1 adult, 2 nights Change rooms	USD 378.00
<b>Subtotal</b>	<b>USD 378.00</b>
<b>TAXES &amp; FEES</b>	
Room Tax (17.5% per night)	USD 66.15
<b>Grand Total</b>	<b>USD 444.15</b>
<a href="#">Edit reservation</a>	<input type="button" value="Next"/>

## Tentative Agenda

AASPA's Diversity, Equity & Inclusion Summit  
April 20 - 21, 2023 - Baltimore, MD

\*Sessions and times are subject to change.

<b>WEDNESDAY, APRIL 19</b>		
05:30 pm - 7:00 pm	<i>Networking Reception – Sponsored by Kelly Education</i>	
<b>THURSDAY, APRIL 20</b>	<b>Recruitment &amp; Retention</b>	<b>Strategic Leadership</b>
07:30 am – 08:00 am	Continental Breakfast & Registration <b>Badges sponsored by EduStaff</b> <b>Bags sponsored by ESS / Proximity Learning</b> <b>Breakfast sponsored by Vector Solutions</b>	
08:00 am – 08:15 am	Welcome & Introductions <i>Kelly Coash-Johnson, Executive Director, AASPA</i> <i>Lenichtka Reed, Chair, Diversity, Equity &amp; Inclusion Committee</i>	
08:15 am – 09:30 am	Changing the Narrative: African American and Latinx Educator Retention - <i>Erikca Brown</i>	
09:30 am – 09:45 am	Networking Break	
09:45 am – 10:45 am	Mama, I want to TEACH! - <i>Daphne Donaldson</i>	The Festering Environment: Legally Addressing Bias Concerns Before They Make Your Workplace "Hostile" - <i>Jackie Gharapour Wernz &amp; Ashley White</i>
10:45 am – 11:00 am	Networking Break – <b>Sponsored by Edustaff</b>	
11:00 am – 12:00 pm	From Hiring to Retention: Indian Prairie School District's Journey to a More Diverse Staff - <i>Louis Lee, Carey Beth Harry &amp; Nader Najjar</i>	Equity-Centered Leadership: Building Cultures of Value, Inclusion, Opportunity, Fairness & Belonging - <i>Kevin Walton, Sr.</i>
12:00 pm – 01:00 pm	Networking Lunch - <b>Sponsored by Ultimate Kronos Group</b>	
01:00 pm – 02:00 pm	Building Capacity in the Successful Preparation Teachers of Color: Effective Retention Strategies - <i>Jill Ardley</i>	Counteracting Unconscious Bias and Fostering a Culture of Belonging - <i>Dr. Ami Shah</i>
02:00 pm – 02:15 pm	Networking Break	
02:15 pm – 03:15 pm	We are Hiring! Why is it so Hard to Achieve Diversity? - <i>Chakesha Scott</i>	Principles to Operationalizing Equity - <i>Lenichtka Reed, Dr. Lisa McCall &amp; Zinnia Un</i>
03:15 pm – 03:30 pm	Networking Break – <b>Sponsored by PowerSchool</b>	
03:30 pm – 04:30 pm	The Power of Affinity Groups for Educators of Color in Your School District - <i>Anthony Stevenson, Christina Carter &amp; Melissa Figueroa-Douglas</i>	Best Practices for Creating a Welcoming and Inclusive Work Environment - <i>Mary Boudreaux</i>
04:30 pm – 06:00 pm	<i>Networking Reception - Sponsored by AASPA &amp; BloomBoard</i>	
<b>FRIDAY, APRIL 21</b>	<b>Recruitment &amp; Retention</b>	<b>Strategic Leadership</b>
08:00 am – 08:15 am	Welcome Back <i>Kelly Coash-Johnson, Executive Director, AASPA</i> <b>Breakfast Sponsored by Elevate K-12</b>	
08:15 am – 09:15 am	Retaining and Attracting Black Educators - <i>Rosalind Fleming</i>	DEI Recruitment & Retention of K-12 Teachers and It's Implications on 1st and 2nd Year African American Male College Students - <i>Jeannine N. Williams</i>
09:15 am – 09:30 pm	Networking Break	
09:30 am – 10:30 am	You Hired a Teacher of Color-NOW WHAT?? - <i>Tanya Dallas Lewis &amp; Dr. Veronique Walker</i>	It Begins With Us - <i>Dr. Cynthia Hudson</i>
10:30 am – 10:45 am	Networking Break - <b>Sponsored by Vector Solutions</b>	
10:45 am – 12:00 pm	Sponsor Speed Networking	
12:00 pm – 01:00 pm	Networking Lunch	
01:00 pm – 02:00 pm	Lessons Learned in Diversifying the Educator Pipeline - <i>Dr. Amerah Archer</i>	What's Your DEI Call to Action? - <i>Dr. Monica Green &amp; Bess Sullivan Scott</i>
02:00 pm – 02:15 pm	Networking Break - <b>Sponsored by International Alliance Group</b>	
02:15 pm – 03:15 pm	DEI Book Review - <i>Facilitated by Lenichtka Reed</i>	Going Beyond Trainings: Infuse DEI into your Organization - <i>Emily Douglas-McNab &amp; Taylor Tamang</i>
03:15 pm – 03:30 pm	Wrap Up & Evaluation <i>Kelly Coash-Johnson, Executive Director, AASPA</i>	